

**COUNCIL MINUTES**  
**OCTOBER 1, 2014**

The City Council held a meeting on Wednesday, October 1, 2014, at 5:30 p.m., in the Council Chambers, 10 North Main Street, Cedar City, Utah.

**MEMBERS PRESENT:** Mayor Maile Wilson; Councilmembers: Ron Adams; John Black; Paul Cozzens; Don Marchant; Fred Rowley.

**STAFF PRESENT:** City Manager Rick Holman; City Attorney Paul Bittmenn; City Engineer Kit Wareham; City Recorder, Renon Savage; Finance Director Jason Norris; Police Chief Robert D. Allinson; Leisure Services Director Dan Rodgerson; HR Director Natasha Hirschi; CATS Supervisor/Dispatcher Tammy Nay; Public Works Director Ryan Marshall.

**OTHERS PRESENT:** Joel Hansen, Jeff Lowe, Tom Jett, Leland Freeborn, Holly Coombs, Marene Coston, Nicolas Stein, Ezrol Stein, Marilyn Kidwell.

**CALL TO ORDER:** Pastor Pete of Cedar City Foursquare gave the opening prayer; the pledge of allegiance was led by Nicolas & Ezrol Stein of Troop 323.

**AGENDA ORDER APPROVAL:** Rowley – amend the start time to 5:30 instead of 5:00.

Councilmember Black moved to approve the agenda order with the mentioned change; second by Councilmember Adams; vote unanimous.

**ADMINISTRATION AGENDA – MAYOR AND COUNCIL BUSINESS; STAFF COMMENTS:**

■Rowley – The Daily News Spectrum Editorial stated that one needs to look no further than to the neighbors to the North regarding RAP Tax; they are encouraging St. George to adopt a RAP Tax. Also this is 3<sup>rd</sup> hand, a woman in Enoch looked out her window getting ready to get in the shower and came face to face with a drone helicopter, I would like something on the books to protect people from that happening in people's back yards. Paul – a peeping drone? Rowley – even if you are gardening in your yard. Cozzens – that is like a sign ordinance, they did it for the Festival of Homes. Rowley – it makes a difference if it is your yard versus neighbors. ■Cozzens – on Aviation Way it is getting hard to see past the shrubbery when people are pulling out of the parking lots. Henry Brunson from Stock contacted me about that. ■Mayor – a few updates, we met and the lights should be back in the trees on Main Street by the end of the week. There were more than thought ruined. Also, today we interviewed 5 really qualified candidates, very pleased with candidates for the Economic Development position. We will finish up in the next few days and hopefully by next week have a name to bring to you to fill that position. ■Black – October 9<sup>th</sup> get out and eat at the list of places to help with DV awareness month. ■Mayor – we are looking at a date for the ribbon cutting of the South Interchange. Kit – UDOT is looking at October 14, 15 or 27<sup>th</sup> for ribbon cutting. Rowley – people with snow plows think it will be

tricky. Kit – they do it in Salt Lake and Utah County. UODT is responsible for that plowing. Mayor – we are working on arrangements for the City Birthday, the actual day is Veteran's Day, and we are trying to coordinate with Iron Mission Days on the weekend. When we have more information we will let you know.

**PUBLIC COMMENTS:** ■ Leland Freeborn – I am glad to be here to those that represent the public and their welfare. I am from Parowan, known as the Parowan Prophet. 39 years ago I wrecked my airplane coming back from a field. Near Christmas this year when the days are short and nights are long one evening after sundown the electricity will go off all over the United States. It will fry all electronic chips we will see a flash of light ½ hour later when Nellis Air Force is nuked. Hundreds have died because of the fall out in the 50's. We have 1100 warheads there. It will be 50 to 100 time's worse than it ever was from the nuclear tests. If it is snowing it will suck the fall out to us, if not it will blow straight east and go 300 miles east and kill thousands of people. I am giving you an opportunity to see what will happen. I will come back and have you report and see if you can find a way to have a community meeting to let people understand. Information will save lives.

**CONSIDER A MEDICAID PROVIDER AGREEMENT WITH THE UTAH DEPARTMENT OF HEALTH – TAMMY NAY:** Tammy – back in July Medicaid changed rules and policies. We are required to apply for our Medicaid now, and the ET is all filled out. We need this agreement signed by the Mayor. It pays for the riders of the dial-a-ride or bus if they are going for medical related purposes. They have to show the driver a card and photo id and the driver marks it down, we then certify their eligibility and then we can bill Medicaid for the ride. From January to June we had 176 reimbursed rides at \$2.35, we also had 614 for dial-a-ride at \$3.50 per ride. We need approval for the Mayor to sign. Consent.

**CONSIDER A CLASSIFICATION AND COMPENSATION STUDY FOR THE CITY – RICK HOLMAN:** Rick – I am proposing that the Council consider funding a classification/compensation study for all city positions. Last time we did a formal study was in 2000, we have with Natasha tried to update our job descriptions as positions are filled and tried to internally evaluate the compensation for all employees and city. We feel if we get professional services to assist us it will give us an updated basis for how are positions are classified in the organization and evaluate how we pay positions compared to communities we compete with for employees. We know we may not be able to address budgetary immediately, but can give us a plan for the future to make sure our employees are compensated competitively. We have a company in Utah, original proposal was \$28,000, we identified functions we can do in house and negotiated the cost down to under \$10,000. We plan to pay out of administration budget. We feel it would be beneficial. Cozzens – what would be their scope? Rick – they will evaluate job descriptions, how they fit internally and then a compensation study private and public for comparable positions. Black – can we see the cities that we will be compared with? Rick – yes, we brought cities before and we can show you that again. Rowley – no one compares to these people. Black – what is the time frame? Rick – we will engage services immediately and bring them down to meet with Department Heads and then it

will be about 60 days. Cozzens – who? Rick - Personnel Systems. Cozzens – why them? Rick – we have been part of their database on accessing compensation information. They are familiar with a lot of municipalities in Utah, Arizona and Nevada; we felt it would be an added benefit. Black – are we ok with not doing an RFP? Paul – there are several exceptions and one is professional services and this could qualify for that. There is a definition in our policy and the State Procurement Policy. Rowley – is there an entity that competes with us more than another going for our employees? Rick – there are two ways to look at, where departing employees may go and where we are able to recruit from. Some of our midlevel managers and up we recruit throughout the state. Rowley – generally smaller cities? Rick – no. We have had police officers that have gone to private sector and other parts of the State. Some we recruit from Western United States. We think it is appropriate to compare with similar size cities and those with the southern part of the state. Black – we also need to look at tax base. Rick – we look at cost of living that would be appropriate also. Consent.

**CONSIDER AN ORDINANCE ADOPTING THE AMENDED AVIATION WAY  
PROJECT AREA PLAN – PAUL BITTMENN:**

Paul – last week the RDA passed a resolution to adopt the amendment. We are adding one building lot for the finishing plant to the scope of the project area. The process is management put out for public comment, the RDA pass a resolution and then you adopt an ordinance and then it goes back to the public and then we go to the taxing entities. There is nothing that is different from last week RDA.

**EXECUTIVE SESSION – PROPERTY NEGOTIATIONS:**

**ADJOURN:** Councilmember Rowley moved to adjourn and move into the executive session at 5:58 p.m.; second by Councilmember Black; vote unanimous.

  
Renon Savage, CMC  
City Recorder